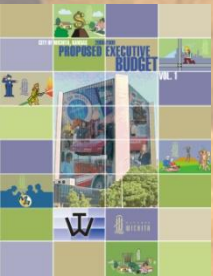




# **Human Resources Department Strategic Issues**

**April 1, 2008**





# Human Resources Department Responsibilities

The City's greatest exposure is in its role as employer.

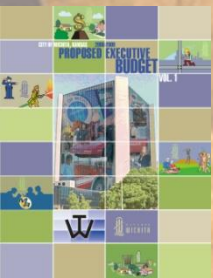
- Legal recruitment and selection process
- Payroll and benefit administration
- Training
- Temporary and seasonal employees
- Bargaining unit negotiations
- Job classification and compensation system
- Employee complaints and grievances
- Employee award programs
- Random drug testing





# Demographics of the Workplace

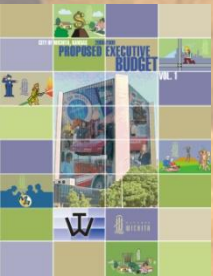
- 3,276 employees
- 12% eligible to retire
- 23% reduction in job applicants from 2006 to 2007
- 60% of employees who leave the City are taking other jobs





# Staying Competitive with The Labor Market

- Wages
- Benefits
- Working Conditions
- Job Descriptions





# Employee Skill Development

- Strong training and development programs
- Need for more Tuition Reimbursement funds
  - \$35,000 in 2007 budget
  - 118 requests, 69 funded
  - \$35,000 in 2008 budget
  - \$70,000 requested in 2009 budget



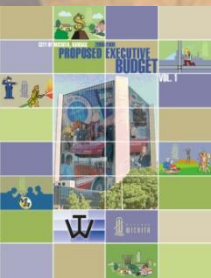


# Certifications for City Employees

- Equipment Operators
- Engineers
- Nurses
- Electricians
- Building Inspectors
- Bus and Van Operators
- Engineers
- Mechanics

**Who pays to keep employees qualified for their jobs?**

**Policy issue with future budget impact.**





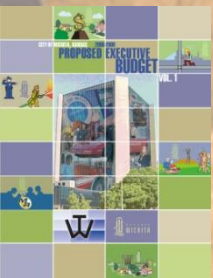


# Succession Planning

- Within framework of:
  - Critical skills
  - Available talent
  - Development potential
- Human Resources customizes succession plans with each City Department.

**Who pays to prepare employees?**

**Policy issue with future budget impact.**

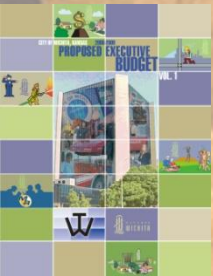




# Flexible Work Schedules

- Increases productivity
- Increases customer services
- No additional cost
- Within parameters, each Department develops its own schedule.

**Policy issue with no budget impact.**







# Discussion And Questions

